

## Item 06

People and Resources Committee  
11 June 2026

Matters Arising

The actions as agreed at the previous public meetings of the Committee are set out below. The Committee is requested to note the responses to the actions.

Action no	Date of meeting	Agenda item	Action	Lead	Date due	Response	Status
31	12 June 2025	Partners equality, diversity and inclusion (EDI) annual report	Future partner EDI annual reports would include an analysis of the EDI profile for individual professions regulated by the HCPC.	Partner Project Lead	30/06/2026	The EDI report which is being presented at the 11 June PRC Committee includes an analysis for individual professions. Action completed.	Propose closed
41	12 March 2026	HR Performance Report	The Head of HR and OD would reconcile and clarify the long-term sickness absence figures (number of cases vs. percentage of days lost) and provide confirmation to the Committee.	Head of HR and OD		The reported figures relate to two different measures of sickness absence, which explains the apparent variance. The 1.4% figure refers specifically to short-term sickness absence (i.e. sporadic or lower-duration absences). When long-term absence is included, the total working days lost due to sickness absence is 2%. While there are 14 recorded long-term sickness cases (approximately 4% of the workforce), these cases do not proportionately translate into a significantly higher percentage of working days lost. This is because long-term absence cases are fewer in number and are actively managed, whereas short-term absences occur more frequently across the wider workforce and cumulatively account for a notable proportion of days lost. In summary, the 1.4% reflects short-term absence only, while the 2% figure represents the overall sickness absence rate, inclusive of both short- and long-term cases. Action completed.	Propose closed
42	12 March 2026	Gender, ethnicity and disability pay gaps 2025	The planned strategies for reducing the HCPC's pay gaps, particularly the ethnicity pay gap, would be referenced within the people strategy.	Head of HR and OD		The people strategy reflects our commitments to reducing the HCPC's pay gaps. Action completed.	Propose closed
43	12 March 2026	Gender, ethnicity and disability pay gaps 2025	The Head of HR and OD would redraft the HCPC's ambition set out in the foreword for a 'minimal' gender pay gap prior to publication.	Head of HR and OD		The pay gap report was revised in line with the Committee's feedback prior to publication. Action completed.	Propose closed
44	12 March 2026	Review of Committee Effectiveness	The Committee effectiveness feedback would be scheduled for discussion at a future Committee workshop or strategy session.	Governance Manager		As agreed with the Committee Chair, this is included on the June Committee agenda to ensure the discussion can take place promptly, in view of the workshop not taking place until December 2026. Action completed.	Propose closed